



UNIVERSITY OF HAWAII SYSTEM

Legislative Testimony

Testimony Presented Before the
Senate Committee on Higher Education
Thursday, April 11, 2019 at 2:45 p.m.

By

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and

Michael Bruno

Provost

University of Hawai'i at Mānoa

SR 149 Proposed SD1 – REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO REVIEW AND, AS NEEDED, CONFORM THE CLASSIFICATION OF ITS FACULTY TO ENSURE GREATER ALIGNMENT WITH THE MISSION AND PURPOSE OF THE UNIVERSITY AND INCORPORATE THE ASSOCIATION OF AMERICAN UNIVERSITIES' MEMBERSHIP INDICATORS INTO ITS STRATEGIC PLAN FOR THE UNIVERSITY OF HAWAII AT MĀNOA.

Chair Kim, Vice Chair Kidani and members of the committee:

Thank you for the opportunity to provide supportive comments on SR 149 Proposed SD1.

The administration at the University of Hawai'i has processes and routines that involve the classification of existing faculty and the determination of the appropriate classification of new faculty, in conformance with executive and regent policies. Classification of faculty and staff is also governed by collective bargaining agreements with both the University of Hawai'i Professional Assembly (UHPA) and Hawai'i Government Employees Association (HGEA). The Administration is supportive of this resolution because undertaking a larger systematic review in this area from time to time can be valuable to operations by contemporizing the academic structure within the organization.

Similarly, the University undertakes periodic reviews of Board of Regent's policies to ensure that they are consistent with contemporary national practices. The Regents are scheduled to begin review of the policies in the areas of personnel (Chapter 9, Regents Policy) during the latter part of this calendar year. This will include a review of Regents Policy 9.202 (Classification Plans and Compensation Schedules) and Regents Policy 9.214 (Teaching Assignments of Instructional Faculty). These reviews entail consultation with UHPA.

The Association of American Universities (AAU) Membership Phase I and II indicators are among the metrics that UH Mānoa routinely considers in its planning and evaluations, including in the current strategic planning process.

The UH Administration does state that undertaking a comprehensive review as contemplated in this resolution will require a significant effort. Also, while we will continue to aspire to become members of the AAU, administration also intends to be very pragmatic about the goals and metrics of the university that best serve our student base and our state. Stretching for lofty aspirational goals is not objectionable.

Thank you for the opportunity to testify.

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April 10, 2019

The Honorable Donna Mercado Kim, Chair
and members of the Committee on Higher Education
The Senate
State Capitol
Honolulu, Hawaii

Dear Senator Kim and members of the Committee:

Subject: S.R. No. 149, Proposed S.D.1 (Relating to Faculty Classification)

I offer comments on S.R. No. 149, Proposed S.D.1, which requests the Board of Regents (Board) to review and, as needed, conform the classification of its faculty to ensure greater alignment with the mission and purpose of the university and incorporate the Association of American Universities' membership indicators into its strategic plan for the University of Hawaii at Manoa.

Some of the topics covered under this resolution are familiar to the Board. In 2014, Regents took interest in faculty workload and teaching equivalencies, and related matters, and between then and 2017, a number of actions were taken to address issues that were raised, including policy changes and other actions by university administration. In addition, Regent Policies undergo reviews every three years. Because the relevant policies were last reviewed in 2017, they are next scheduled for review in 2020.

In summary, the general subject raised by this resolution is worthy of further review and follow up to determine any outstanding issues since the Regents and Administration began their initial review five years ago.

Mahalo for your consideration.

**THE SENATE
THE THIRTIETH LEGISLATURE
REGULAR SESSION OF 2019
COMMITTEE ON HIGHER EDUCATION**

Thursday, April 11, 2019, 2:45 p.m., Conference Room 229

TESTIMONY IN SUPPORT OF SR 149, Proposed S.D. 1

**REQUESTING THE UNIVERSITY OF HAWAII BOARD OF REGENTS TO REVIEW AND,
AS NEEDED, CONFORM THE CLASSIFICATION OF ITS FACULTY TO ENSURE
GREATER ALIGNMENT WITH THE MISSION AND PURPOSE OF THE UNIVERSITY
AND INCORPORATE THE ASSOCIATION OF AMERICAN UNIVERSITIES'
MEMBERSHIP INDICATORS INTO ITS STRATEGIC PLAN FOR THE UNIVERSITY OF
HAWAII AT MANOA**

April 10, 2019

The Honorable Donna Mercado Kim, Chair
The Honorable Michelle N. Kidani, Vice Chair

Dear Chair, Vice Chair, and Members of the Committee:

Proposed Senate Draft 1 to SR 149 requests the UH Board of Regents to oversee classification of faculty to ensure greater alignment with the academic mission of the University as prescribed by State law.

The explosion of student loan debt in recent years to \$1.5 *trillion* has given renewed scrutiny to the expense of higher education and the degree to which colleges and universities are meeting national needs. Specifically, are institutions educating students as well as they should, and is the cost fair to students and taxpayers? Research and academic writing are a vital part of higher education, but excessive salaries, inadequate time and personnel devoted to teaching, and overly generous sabbaticals raise serious questions about whether the fundamental purposes of higher education are being met.

S.D. 1 requests the Board of Regents to consider these issues in designing UH's strategic plan. It should be adopted.

Thank you for the opportunity to testify.

Respectfully submitted,

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